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PERMANENT MISSION OF INDIA TO THE UN, GENEVA

HUMAN RIGHTS COUNCIL

12TH SESSION (14 Sep-02 Oct 2009)

JIU Report on the Second Follow-up to the

Management Review of the OHCHR

(18 Sep 2009)

Statement by India

Mr. President,

We thank Inspector Mr Enrique Roman-Morey for the JIU report on the second follow-up to the management review of the OHCHR. While we share the three recommendations made by him at the end of his report, we do *not* share, for the following two reasons, his assertion in paragraph 27 that “the efforts made by the current High Commissioner and OHCHR should be recognized by the Council as complying with the JIU recommendations on improving geographical diversity”:

- a) One, with regard to Recommendation 8 of the JIU report 2003/6, it is clear that nearly six years after this recommendation and nearly three years after the reiteration of this recommendation in the JIU report 2006/3, the OHCHR still does *not* have any specific targets and deadlines to reduce the imbalance in geographical distribution of staff. The latest JIU report itself acknowledges this in paragraph 13. To this end, we remain deeply concerned at the complacency that an absence of any specific targets and deadlines in OHCHR’s action plan would inevitably induce. This is already evident in Table I of the report that shows only a marginal – and statistically insignificant – improvement in the situation in 2008 over that of 2007;
- b) Two, with regard to Recommendation 7 of the JIU report 2003/6, while OHCHR may have stuck to the *letter* of the recommendation by holding the human rights National Competitive Examinations in 2008 through “inviting participation in the examination from those countries in regions deemed to require improved representation in OHCHR”, the observation by the OHCHR of the *spirit* of the JIU recommendation can be assessed only once

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the results of the examination are released by the Office of Human Resources Management and whether, subsequently, the successful candidates remain on the roster or are deployed expeditiously. As the latest JIU report itself states in paragraph 11, similar examinations did not help improve the situation in 2006;

2. On the issue of gender balance, Mr President, while we note with satisfaction the gender balance in the OHCHR staffing, we would request the JIU to share more detailed information regarding the equitable geographic representation of women staff of OHCHR.

3. Mr President, the latest JIU report has brought to attention an important issue – that of the hiring of Associate Experts or Junior Professional Officers (JPOs) and the highly skewed trend in their recruitment source that later introduces a bias in their eventual recruitment by the OHCHR or other UN organs. This is a serious anomaly that requires urgent corrective steps that should henceforth be reported upon by the High Commissioner in her annual report to the Council on the composition of OHCHR.

4. Mr President, we would also request the JIU to provide information on the need to enhance the mobility of the OHCHR staff, along with data on current mobility patterns and recommendations on the desirable maximum period of occupancy of a post.

5. Lastly, Mr President, while we appreciate the limited progress made by the OHCHR to rectify the serious geographical imbalances in the composition of OHCHR, we would like to express our dissatisfaction at the slow pace of it that is manifest in the continuing reluctance of the OHCHR to, contrary to the JIU recommendations, set specific targets and deadlines. Also, while we recognize and value the need to maintain competence, efficiency and integrity of the OHCHR in this process, we would all agree that neither are these attributes limited to one geographical region nor can all recruits from one geographical region be presumed to possess all these attributes in equal measure.

Thank you, Mr. President.